

2025 Health Benefits Coverage Values for Non-IRS Tax Dependents: Domestic Partner and Domestic Partner's Dependent Children

If your domestic partner and/or your partner's dependent children do not qualify as **your** IRS tax dependents, you will be taxed on the **value** of the City-paid portion of their medical, dental, and vision coverage, as required by IRS regulations. The following amounts will be listed on your paycheck as taxable income and are subject to federal income and Social Security tax withholding. These values have been adjusted to reflect the premium deductions taken after tax, so you are not being taxed twice.

MOST Plans – 2025

MOST Plans Coverage Value with Delta Dental of Washington

2025 Monthly Taxable Values of City Coverage		
Coverage	Domestic Partner Taxable Amount	Taxable Amount Per Child
Preventive Plan	\$1,022.60	\$858.38
Traditional Plan	\$934.02	\$773.08
KP Standard Plan	\$736.61	\$630.49
KP Deductible Plan	\$694.41	\$581.06
Delta Dental WA	\$57.77	\$40.44
Dental Health Svcs.	\$67.63	\$47.34
Basic Vision	\$4.49	\$3.14
Buy-Up Vision	\$9.67	\$6.77
Total Taxable Value with DDWA & VSP Basic Plan		
Preventive Plan	\$1,084.86	\$901.96
Traditional Plan	\$996.28	\$816.66
KP Standard Plan	\$798.87	\$674.07
KP Deductible Plan	\$756.67	\$624.64
Total Taxable Value with DDWA & VSP Buy-Up Plan		
Preventive Plan	\$1,090.40	\$905.59
Traditional Plan	\$1,001.46	\$820.29
KP Standard Plan	\$804.05	\$677.70
KP Deductible Plan	\$761.85	\$628.27

MOST Plans Coverage Value with Dental Health Services

Total Taxable Value with DHS & VSP Basic Plan		
Coverage	Domestic Partner Taxable Amount	Taxable Amount Per Child
Preventive Plan	\$1,094.72	\$908.86
Traditional Plan	\$1,006.14	\$823.56
KP Standard Plan	\$808.73	\$680.97
KP Deductible Plan	\$766.53	\$631.54
Total Taxable Value with DHS & VSP Buy-Up Plan		
Preventive Plan	\$1,099.90	\$912.49
Traditional Plan	\$1,011.32	\$827.19
KP Standard Plan	\$813.91	\$684.60
KP Deductible Plan	\$771.71	\$635.17